1. **Executive Committee**

   The Executive Committee sets the overall strategy for the University, and acts as the steering group for Diversity, monitors progress termly and provides feedback through the GEPMG to the University/School SATS.

2. **Equality & Diversity Forum (E&DF)**

   Aston’s culture is built on six key values: Trust, learning and scholarship, empowerment, engagement, innovation and ambition.

   To foster these values, the Equality and Diversity Forum aims to:
   - Support the creation and development of an environment that is an inclusive place to work and study where an individual’s personal characteristics do not create barriers for them in any aspect of their work or study.
   - Ensure that all relevant policies, procedures and strategies reflect the University’s commitment to equality.
Ensure that committees and other working parties have due regard to diversity of their membership and to consider the impact of their decisions on those with protected characteristics.

The E&DF Terms of Reference are:
- To consider and make recommendations to Executive on all matters relating to the development, implementation, and evaluation of equality and diversity policies.
- To share good practice between schools, departments and the Students’ Union on equality and diversity developments.
- To develop and implement an effective approach to communication and awareness raising of equality and diversity issues across the University community.
- To ensure the University is meeting statutory requirements in relation to equality and diversity, including its positive duties in relation to each protected characteristic.
- To consider data and reports relating to equality and diversity.
- To develop the University’s equality objectives and the annual Equality and Diversity action plan and monitoring its implementation.
- To prepare an annual report to the Executive and University Council.
- To work with the Students’ Union and VP for Education and Welfare to ensure student engagement with the University’s equality and diversity agenda and support for the Union’s equality and diversity agenda, as appropriate.
- To work with the Campus unions and staff representatives to ensure staff engagement.
- To encourage and monitor the mainstreaming of equality and diversity issues on all relevant University committees and working parties.
- To support and embed behaviours and attitudes that are in keeping with the six key values Aston’s culture.

3. Gender Equality Project Management Group (GEPMG)
The Gender Equality Project Management Group meets twice a term, has a specific remit for gender equality within the University and three key objectives:

- Ensuring that research informs practice in diversity initiatives
- Fostering inclusive organisational culture and practices
- Encouraging equitable gender representation across the University

The GEPMG Terms of Reference are:
- To make recommendations to the Executive Committee on initiatives to address gender inequalities.
- To identify key priority areas for further investigation/action.
- To encourage best practice.
- To support, encourage and advise on applications for Athena SWAN and other sustainable gender-related awards.
- To monitor progress against the gender and Athena SWAN action plans.
- To provide termly reports to the Executive Committee on progress.

The GEPMG Membership is:
Director of Operations & Estates (Chair)
Director of Human Resources
Associate Director of Human Resources
University/School Athena SWAN SAT Leaders
4. **University/School Athena SWAN SATS**
   The remit of these committees are to review and improve current gender equality practices, ensure continued commitment to advancing the careers of women and to encourage adherence to the principles of the Athena SWAN Charter.

   **The SAT Terms of Reference are:**
   - to review relevant statistics and other information in order to identify the key challenges for women’s careers
   - to identify and promote existing good practice
   - to develop Athena SWAN applications, ensuring that submissions accurately capture the perspective and activities of the University/Schools

5. **Aston Women**
   A new initiative set up on an informal basis to:
   - raise awareness of gender equality issues, both within the Aston Women and the wider University community
   - identify ways in which women can be supported in planning their careers and achieving their goals
   - provide a communication channel between individuals and the University
   - support and encourage all female students and staff at Aston, regardless of status or seniority
   - promote good practice across the University and to facilitate action for change